



**Staff Psychologist (Clinical)**  
**Examination Announcement**  
**California Department of Veterans Affairs**

*Open Examination for the Following Location(s):  
Veterans Homes of California –Fresno/Redding*

Final Filing Date: Continuous Filing and Testing

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER	Equal opportunity to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.
WHO SHOULD APPLY	Candidates who meet the minimum qualifications as stated below may apply for this examination. Once you have taken the examination, you may not reapply for twelve (12) months. All applicants must meet the education and/or experience requirements as stated on this examination announcement.
HOW TO APPLY	<p>Applicants may apply by submitting a State of California Examination Application (STD. Form 678) to the Human Resources Division at the address listed below:</p> <p><b>California Department of Veterans Affairs Attn: Staff Psychologist (Clinical) Exam 1227 O Street, Room 404 Sacramento, California 95814</b></p> <p>The testing office will accept Examination Applications (STD. Form 678) continuously and will notify and test applicants on an as needed basis. Eligible lists will be merged.</p> <p>Submit applications only to address indicated above. <b>Do not submit to the CA Department of Human Resources (CalHR).</b></p> <p><b>NOTE:</b> Only applications with original signature will be accepted. Facsimiles (FAX) or emailed applications will not be accepted under any circumstance.</p>
APPLICATION REQUIREMENTS	<p>It is your responsibility to make sure you meet the education and/or experience requirements stated on this announcement on the date you submit your application. Your signature on your application indicates that you have read, understood, and possess the basic qualifications required. Accepted applicants are required to bring either a photo identification card or two forms of signed identification to each phase of the examination.</p> <p><b>NOTE:</b> All applications/resumes must include: “to” and “from” date (month/day/year); time base; and class title. College course information <b>must</b> include title, number of semester or quarter units, name of institution, completion dates, and degree (if applicable). Applications/resumes received without this information may be rejected.</p>
SALARY RANGE	\$5,696.00 - \$8,930.00
SPECIAL PERSONAL CHARACTERISTICS	Scientific and professional integrity, emotional stability, patience, alertness and tact.
MINIMUM QUALIFICATIONS	Education: Completion of all requirements for a doctoral degree with specialization in clinical or child clinical psychology, from a recognized college or university. Graduates of foreign universities except Canadian, and graduates of unaccredited universities must meet the educational requirements for State licensure as a psychologist as evidenced by a written statement from the Psychology Examining Committee of the Board of Medical Quality Assurance. This statement will also be required to determine the sufficiency of an academic specialty believed equivalent to those mentioned above (Applicants who are within six months of receiving their degree will be admitted to the examination but will not be eligible for appointment until receipt of the degree and completion of the internship or additional experience specified below). And Completion of a university approved internships in clinical psychology equivalent to one full year of supervised training (1800 hours). The internship must be in addition to practicum work associated with specific academic courses or the doctoral dissertation.

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<b>MINIMUM QUALIFICATIONS Cont.</b>	(One full year of experience in the practice of clinical psychologist may be substituted for the required internship provided it follows two years of graduate study in psychology.)
<b>THE POSITION</b>	Under direction, to carry out difficult assignments in clinical psychology in a State mental hygiene or veterans home or service area which involve the assessment and treatment of children, adolescents, or adults, program development and evaluation, clinical research, professional training, and consultation; and to do other related work.
<b>KNOWLEDGE AND ABILITIES</b>	<p><b>Scope of the Examination:</b></p> <p><b>Knowledge of:</b> Theories and research on personality and intellectual growth and development, human motivation, and disordered behavior; techniques of behavior modification including group and individual psychotherapy, remotivation, psychodrama and conditioning; uses, administration and interpretation of psychological tests and measurements; characteristics and social aspects of mental disorders and retardation; statistics as applied to tests and measurements; research methodology, design and data analysis; group dynamics; functions of psychology in various mental health services; professional training in psychology and allied disciplines, and current trends in the field of mental health; allied professional services and community organization.</p> <p><b>Ability to:</b> Assess behavior, identify normal and abnormal behavior tendencies; modify problems, attitudes and behavior; establish rapport with residents; recognizes situations requiring the creative application of technical skills; develop and evaluate creative approaches to the assessment and treatment of mental disorders and to the conduct of research; conduct research; evaluate biometric psychiatric and psychological data; teach and participate in professional training; serve as a consultant; establish and maintain effective relationships with other personnel and community groups; analyze situation accurately and take effective action; prepare reports; speak and write effectively.</p>
<b>EXAMINATION PLAN</b>	<p>This examination will consist of a qualification appraisal interview only. In order to obtain a position on the eligible list, a minimum rating of a 70% must be attained in the interview. <b>COMPETITORS WHO DO NOT APPEAR FOR THE INTERVIEW WILL BE DISQUALIFIED.</b> Accepted applicants are required to bring either a photo identification card or two forms of signed identification to the interview.</p> <p><b>Qualifications Appraisal – Weighted 100%</b></p> <p>If conditions warrant, this examination may utilize an evaluation of each candidate’s experience and education compared to a standard developed from the class specification. For this reason, it is especially important that each candidate take special care in accurately and completely filling out his/her application. List all experience relevant to the “Requirements for Admittance to the Examination” shown on this announcement, even if that experience goes beyond the seven-year limit printed on the application. Supplementary information will be accepted but read the “Requirements for Admittance to the Examination” carefully to see what kind of information will be useful to the staff doing the evaluation.</p>
<b>SPECIAL TESTING ARRANGEMENTS</b>	If you have a disability and need special testing arrangements, mark the appropriate box on the “Examination Application”. You will be contacted to make special arrangements. If you have any questions, you may contact the Cal/Vet Examination Unit at (916) 653-2535.
<b>VETERANS PREFERENCE POINTS / CAREER CREDITS</b>	Veterans’ preference credit will be added to the final score of all competitors who are successful in this examination and who qualify for and have requested these points. Due to changes in the law, which were effective January 1, 1996, <b>VETERANS WHO HAVE ACHIEVED PERMANENT CIVIL SERVICE STATUS ARE NOT ELIGIBLE TO RECEIVE VETERANS CREDITS.</b> Career credits will not be granted in this examination.
<b>ELIGIBLE LIST INFORMATION</b>	Names of successful competitors are merged onto the list in order of final scores, regardless of date. Eligibility expires after 12 months unless the needs of the services and conditions of the list warrant a change in this period. The resulting eligible list will be used to fill vacancies at the Veterans Homes in Fresno and Redding.

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### General Information

**For an examination with a written feature**, it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three days prior to the written test date if he/she has not received his/her notice of appointment.

**For an examination without a written feature**, it is the candidate's responsibility to contact **Human Resources in Sacramento, California, (916) 653-2535**, three weeks after the final filing date if he/she has not received his/her notice.

**If a candidate's notice** of oral interview or performance test fails to reach him/her 3 days prior to their scheduled appointment due to a verified postal error, he/she will be rescheduled upon written request.

**Applications are available** at [www.jobs.ca.gov](http://www.jobs.ca.gov), local offices of the Employment Development Department and the testing department on this job bulletin.

**If you meet the requirements** stated on this bulletin, you may take this examination, which is competitive. Possession of the entrance requirement does not assure a place on the eligible list. Your performance in the examination will be compared with the performance of the others who take this test, and all candidates who pass will be ranked according to their scores.

**The testing department** reserves the right to revise the examination plan to better meet the needs of the service, if the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules and all competitors will be notified.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and/or contact the testing department at (916) 653-2535.

**Examination Locations:** When a written test is part of the examination, it will be given in such places in California as the number of candidates and conditions warrant. However, locations of interviews or performance evaluations may be limited or extended as conditions warrant.

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, and ability to work cooperatively with others; and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise stated on the bulletin.

**Promotional Examinations Only:** Competition is limited to employees who have a permanent civil service appointment and military veterans that meet all the minimum qualifications. Under certain circumstances, other employees may be allowed to compete under provisions of Rules 234, 235, and 235.2. State Personnel Board Rules 233, 234, 235, 235.2, and 237 contain provisions regarding civil service status and eligibility for promotional examinations. These rules may be reviewed at departmental personnel offices, or [www.jobs.ca.gov](http://www.jobs.ca.gov).

**High School Equivalence is Required:** Equivalence to completion of the 12th grade may be demonstrated in any one of the following ways: 1) passing the General Educational Development (GED) Test; 2) completion of 12 semester units of college work; 3) certification from the State Department of Education, a local school board, or high school authorities that the candidate is considered to have education equivalent to graduation from high school; 4) for clerical and accounting classes, substitution of business college work in place of high school on a year-for-year basis. **NOTE: For peace officer classifications please refer to the testing department for special requirements.**

**Veterans' Preference Points:** California Law (Government Code 18971-18978) allows the granting of Veterans' Preference Points in Open entrance and Open, Non-Promotional entrance examinations. Veterans' Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for and have requested these points by mail. **In Open (only) entrance examinations, Veterans' Preference Points are granted as follows:** 10 points for veterans, widows, and widowers of veterans, and spouses of 100% disabled veterans; and 15 points for disabled veterans. **In Open, Non-Promotional entrance examinations, Veterans' Preference Points are granted as follows:** 10 points for veterans and 15 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. Permanent State civil service status means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the CalHR. Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (STD. Form 1093) which is available at [www.calhr.ca.gov](http://www.calhr.ca.gov) or from the Department of Veterans Affairs.

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**General Information, Continued**

**Career Credits:** In open, non promotional examinations, career credits are granted to: 1) State employees with permanent civil service status, 2) full-time employees of the state who are exempt from State civil service pursuant to the provisions of Section 4 of Article VII of the California Constitution, and who meet all qualification requirement specified by the Board and have 12 consecutive months of service in an exempt position, and 3) individuals who have served one full year in, or are graduates of, the California Conservation Corps (eligibility shall expire 24 months after graduation from the California Conservation Corps). Three points are added to the final test score of those candidates who meet the above criteria, and who are successful in the examination. Such examinations cannot be for managerial positions described in Government Code Section 3513. Competitors not currently employed in state civil service who have mandatory reinstatement rights may also be eligible for career credits, but they must explain their service status in the appropriate section of the application Form 100-678.

**Felony Disqualification:** You are disqualified from being employed as a peace officer if: (1) You have been convicted of a felony in California or any other state; (2) you have been convicted of any offense in any other state which would have been a felony if committed in California; (3) you have been charged with a felony and adjudged by a superior court to be mentally incompetent; (4) you have been adjudged addicted or in danger of becoming addicted to narcotics, convicted, and committed to a State institution. If you have been convicted of a felony, you may be allowed to participate in this examination if your conviction(s): (1) has/have been sealed under Penal Code Section 851.7, 851.8, 1203.45, or Health and Safety Code Section 11361.5; (2) has/have been expunged or is/are expugnable pursuant to Health and Safety Code Section 11361.5 regarding marijuana offenses; (3) was/were stipulated or designated to be a lesser included offense of marijuana possession under Health and Safety Code Section 11557 or 11366.

**TTY** is Telecommunications Device for the Deaf and is reachable only from phones equipped with a TTY Device. **(916) 653-1966**. California Relay Service for Hearing Impaired Only **(800) 735-2929**.

It is an objective of the state of California to achieve a drug-free state work place. Any applicant for state employment will be expected to behave in accordance with this objective because the use of illegal drugs is inconsistent with the law of the state, the rules governing civil service and the special trust placed in public servants.

*End*